

CAIR

Solutions for Today's Diversity

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Sensitivity and Diversity Training: Understanding Islam and Muslims



Affirming America's
Religious and Cultural
Diversity

Within your group discuss:

What are some stereotypes that exist in our society about women dressed like me?



Share with us...

Some of the stereotypes you came up with are:

1.)

2.)

3.)

4.)

5.)

6.)

Others I've heard....

- Uneducated
- Submissive
- Oppressed
- Fanatic
- Foreigner
- Can't Work
- Not your friend
- Un-American
- Terrorist
- Don't speak English
- Anti-Jewish
- Bad Hair Day

Moving Past Stereotypes

1. Acknowledge that stereotypes exist
2. Identify any stereotypes that you've internalized; recognize stereotypical thoughts
3. Pause and take a second look
4. Remove judgment; describe the behavior
5. Learn more about the individual or group
6. Choose behavior that enhances relationships

Quiz

Questions to test your knowledge about Islam and Muslims:

1. Islam is the _____ largest religion in the World.
 - a. blank (first)
 - b. second
 - c. third
 - d. fourth

2. Most Arabs in the U.S.A. are:
 - a. Muslim
 - b. Christian
 - c. Wiccan
 - d. Hindu

Quiz Continued...

3. The largest Muslim country in terms of population is
 - a. India
 - b. Iraq
 - c. Saudi Arabia
 - d. Indonesia

4. Muslim believe in Adam, Noah, Moses and Jesus.
True or false?

Quiz Continued...

5. Most Muslims in the U.S.A are:
 - a. Arabs and Persians
 - b. African Americans and South Asians
 - c. Native Americans and Jamaicans
 - d. Turks and European Americans

6. Muslim women wear hijab because:
 - a. of a bad hair day
 - b. their husband's make them
 - c. they wish to dress modestly
 - d. they are bald

Quiz Continued...

7. Islam promotes terrorism. True or false?
8. Islam forbids women from being educated. True or false?
 - a. true, because women are inferior
 - b. false, because during the Prophet's time there was a university in Medina
 - c. true, because women should stay at home
 - d. false, because Quran and hadith make learning incumbent on every Muslim regardless of gender

Introduction

Assalamu Alaikum

(As-A-Laam-u A-lay-Kum)

Peace Be Upon You

U.S. Religious Diversity

- 255 million Christians
- 6 - 7 million Muslims
- 6 million Jews
- 3 - 4 million Buddhists
- 1 million Hindus
- 800,000 Sikhs
- 90% profess belief in God
- 8% no religious preference



The Pluralism Project Harvard University
One nation under God, City University of New York
Belief by Numbers, New York Times Magazine 1997

Did you Know...?

- Most Arab Americans are Christian
- The majority of American Muslims are African American and South Asian
- The largest Muslim population is in Indonesia

The Pluralism Project Harvard University

One nation under God, City University of New York

Belief by Numbers, New York Times Magazine 1997

Session 1

In This Segment We will Explore:

- The Islamic Faith
- Basic Beliefs and Principles
- The Five Pillars of Faith

Islam

- The term Islam is derived from an Arabic word meaning peace
- Islam is the monotheistic religion revealed to the Prophet Muhammad between 610-632
- Many social ills were present before the coming of Islam:
 - Alcoholism
 - Wife Beating
 - Lack of rights for women
- Islam is a complete and natural way of life
 - Family
 - Social
 - Economic
 - Political

Muslim

- Muslim means one who willfully submits to God by saying...
- Shahadah (testimony of faith) “There is no God but Allah, and Muhammad is his messenger.”



Basic Beliefs and Principles

- Allah (Arabic word for “God”)
- Angels
- Prophets
- Divine Scriptures
- Day of Judgment
- Five Pillars



Basic Beliefs and Principles

Allah

- Allah literally means God
- Use of the term “Allah” is not confined to believers in Islam alone
 - Arabic speaking Christians and Jews also use Allah in referring to God

Basic Beliefs and Principles

Angels

- Angels are believed to be among God's many creations
- Belief in angels is symbolic of a larger belief in the world of the unseen

Basic Beliefs and Principles

Prophets

- Sent by God to guide humanity
- Some Prophets of Islam include:
Adam, Noah, Jonah, Abraham, Ishmael,
Isaac, Joseph, Moses, David, Solomon,
Jesus, and Muhammad

Basic Beliefs and Principles

Divine Scriptures

- Muslims believe in the original scriptures revealed to:
 - Abraham (Scrolls)
 - Moses (Torah and the Ten Commandments)
 - David (Psalms)
 - Jesus (Evangelium or original gospel)
- Quran
 - Refers to the divinely revealed scriptures to Muhammad.

Basic Beliefs and Principles

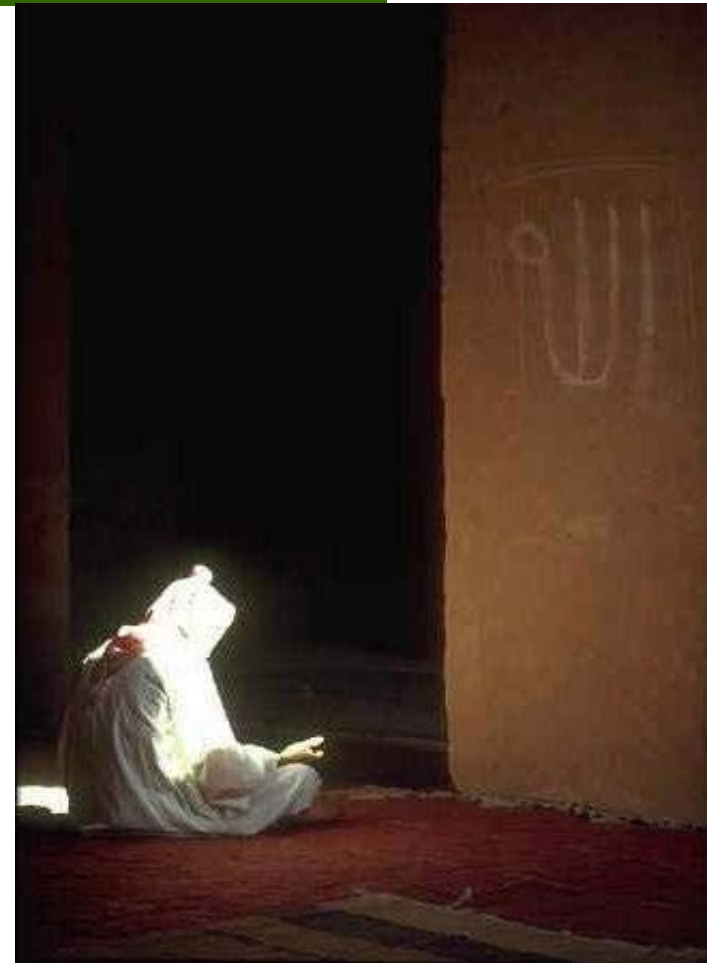
Day of Judgment

- Muslims believe that our essential purpose is to recognize and serve God
- Islam teaches that human beings are responsible to God for their words and actions
- On the Day of Judgment, every member of the human race will have to account for his/her actions

Basic Beliefs and Principles

Five Pillars of Faith

- Declaration of Faith
- Prayer
- Fasting during Ramadan
- Charity
- Pilgrimage (Haji)



Five Pillars of Faith

Declaration of Faith

- Shahadah (Arabic for testimony)
- Declaring belief in the One God and His Prophets, culminating with the final Prophet, Muhammad, and intending to abide by the principles of Islam.

Five Pillars of Faith

Prayer

- Dawn
- Mid-day
- Early evening
- Sunset
- Night time



Five Pillars of Faith

Fasting

- Ramadan: The month the Quran was revealed to Muhammad
- Focus on Spirituality and inner reflection
- Fast from dawn to sunset abstaining from food, drink, marital sexual relations and slander, gossip, anger, etc.
- Eid ul Fitr: Celebration marking the end of the fast

Five Pillars of Faith

Charity

- Charity (Zakat in Arabic)
- Helps establish a means of economic justice by promoting a redistribution of wealth from those who are fortunate to those less so
- All Muslims must give 2.5% of the value of their assets annually
- Muslims believe that even a smile is charity



Five Pillars of Faith

Pilgrimage

- Mecca: Holiest City in Islam
- Obligatory to those who can afford it
- Approximately 2 million Muslims perform Hajj each year.
- Eid ul Adha
(Commemorates the attempted sacrifice of Abraham's son)



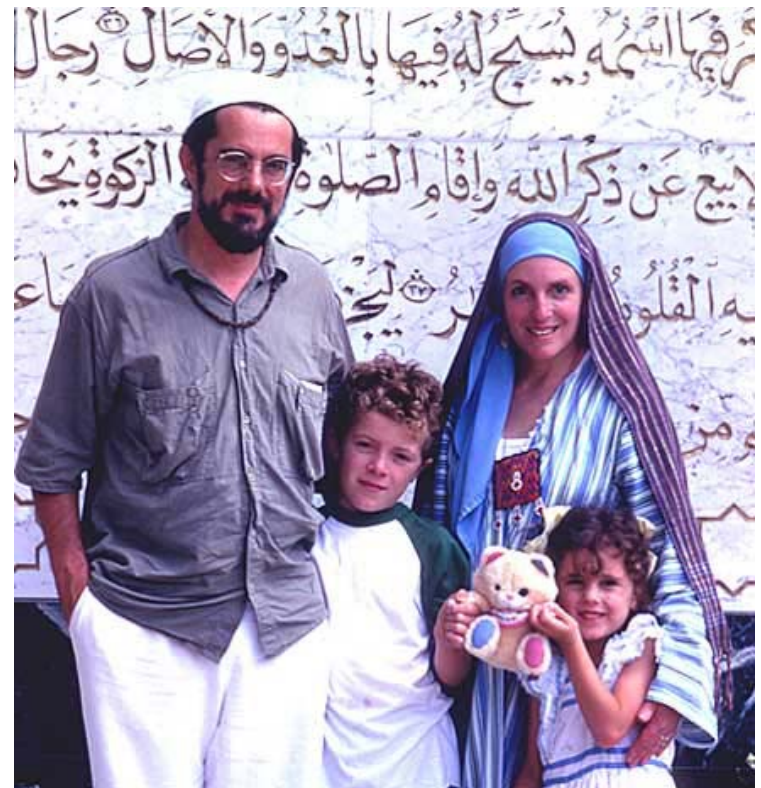
Session 2

In This Segment We Will Explore:

- Islamic Values
- Similar Beliefs with other faith
- Demographics of Muslims in America
- Myths and Stereotypes about Islam and Muslims

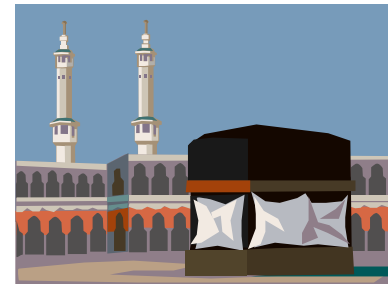
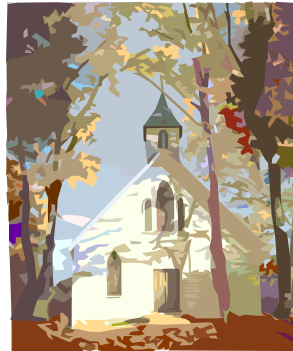
Some Islamic Values

- Education and Literacy
- Modesty and Chastity
- Honesty and Trustworthiness
- Humility
- Family Values
- Intentions and Actions



Some of our Similar Beliefs

- One God
- Prophets
- Holy Books
- Second coming of Jesus

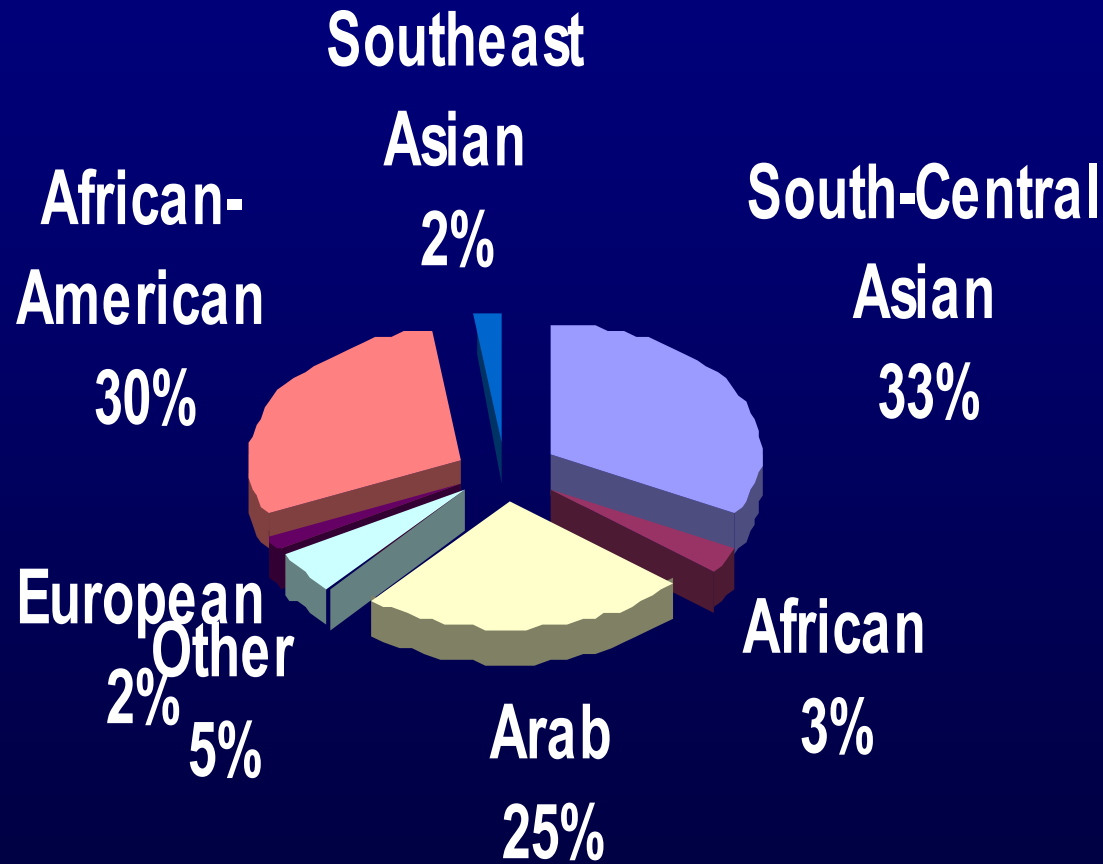


Muslims in America

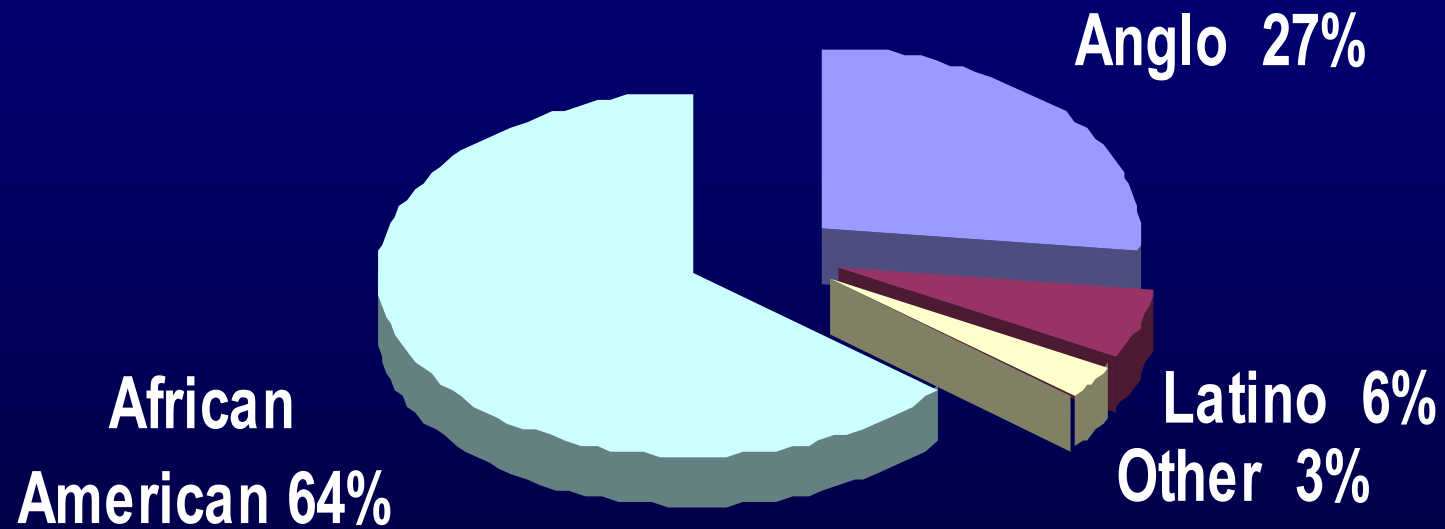
- Muslims Population in American
 - 6.7 Million in the United States
 - 1.2 billion world wide
- Fastest growing religion in the US and the World
- First “Mosque” built in 1934 in Cedar Rapids, Iowa.
- Approximately 2000 Mosques in America



CAIR Mosque Study: Ethnicity of Muslims



Ethnicity of Converts



Common Stereotypes Corrected

Clothing and Dress Women

- In public, Muslim women wear loose-fitting, non-revealing clothing, known as Hijab or Khimar.
- This attire may vary in style and includes a head covering
- Some Muslims are even of the opinion that they do not need to cover their hair in order to maintain modest dress



Common Stereotypes Corrected

Clothing and Dress Men

- Muslim men are always to be covered at least from the navel to the knee
- Also some Muslim men wear a small head covering, called a Kufi
- Some Muslim men grow a beard or facial hair to follow the example of the Prophet Muhammad



Common Stereotypes Corrected

Rules of engagement in war

- Wars are only fought to establish peace and justice.
- Innocent civilians, elderly, women, children and religious figures cannot be harmed
- Neither can property be destroyed, trees uprooted, or wells poisoned
- Even in times of war Muslims are not allowed to kill anybody except those who are directly involved in face-to-face confrontation with them
- Muslim are forbidden to mutilate corpses

Common Stereotypes Corrected

Suicide and Murder

- Islam condemns the killing of innocent people and civilians
- “Whoever kills a human being, it shall be as if he has killed all mankind and who so ever saves the life of one, it shall be as if he had saved the life of all mankind” – Quran 5:32
- “A believer remains within the scope of Islam so long as he does not shed sacred human blood” – Prophet Muhammad
- Both suicide and murder are completely forbidden in Islam

Common Stereotypes Corrected

Equity of Men and Women

- “And the women have rights over men, similar to those of men over women” – Quran 2:228
- “Paradise lies beneath the feet of your mother” – Prophet Muhammad

Women have right to ...

- Their own businesses
- Inheritance, own property and divorce
- Enter into a legal contract
- Education
- Be financially independent



Common Stereotypes Corrected

Terrorism

- Both the Qur'an and Islamic leaders condemn hate crimes and terrorism just as the Holy Bible and Christian leaders condemn the actions of the Ku Klux Klan.

Common Stereotypes Corrected

Jihad

- Jihad means to struggle, it doesn't mean "holy war"
- No concept of "holy war" in Islam
- Wars are only fought for peace and justice.

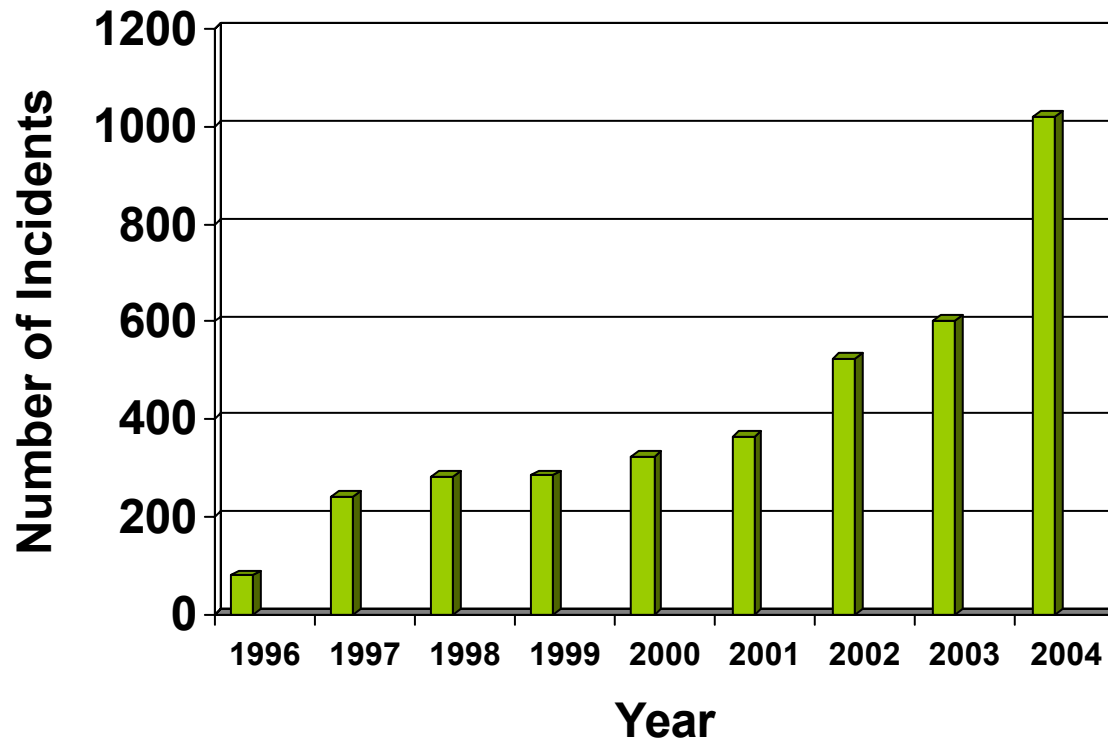
Session 3

In this segment we will Explore:

- **Title VII**
 - What is Title VII?
 - Common excuses
- **Workplace Sensitivity**
 - Prayer
 - Pilgrimage
 - Muslim Holiday
 - Appearance
 - Gender Relations
 - Qurans and other literature
 - Eye Contact

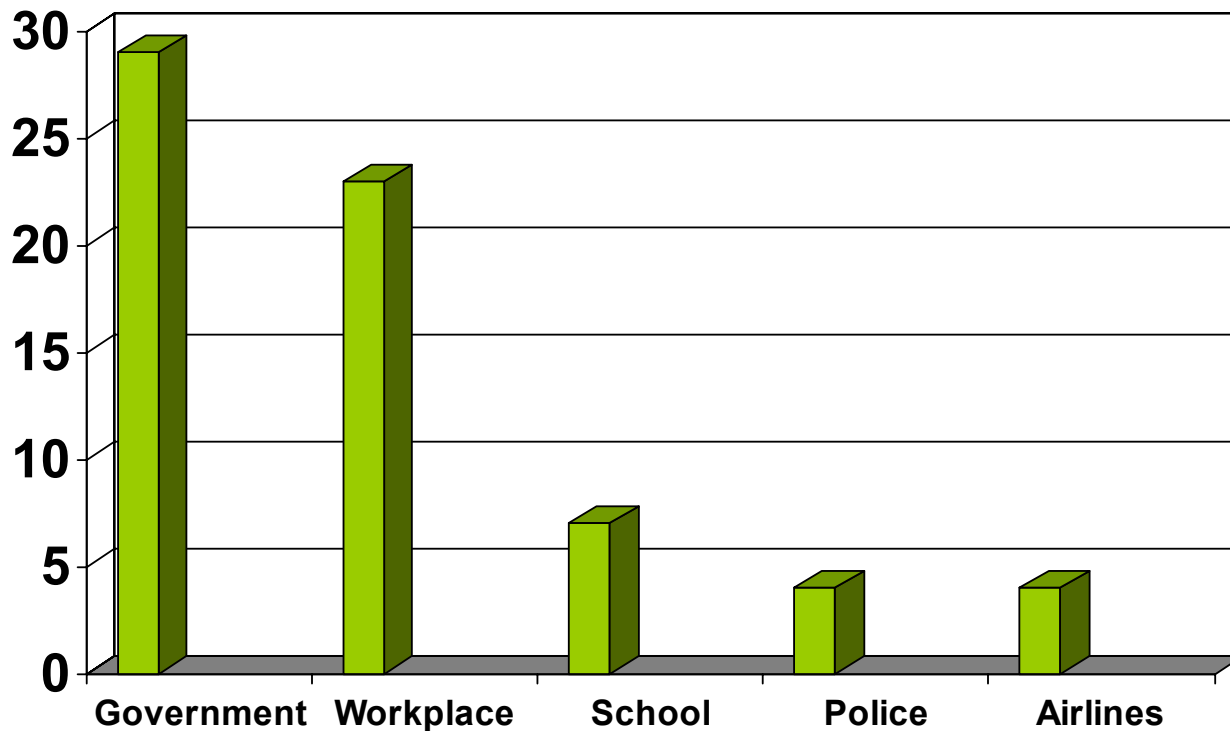
Number of Anti-Muslim Discrimination Cases

source: The Status of Muslim Civil Rights in the United States 2004 © CAIR



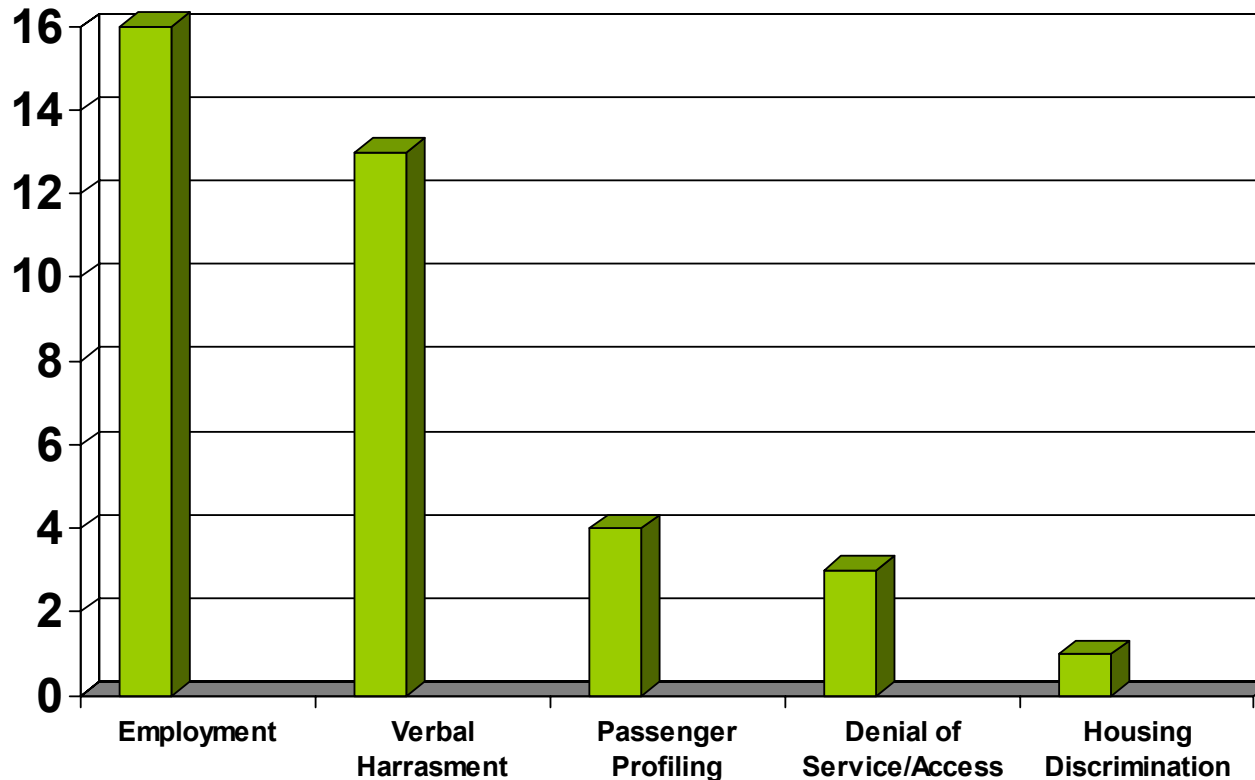
Percentage of Complaints by Place of Occurrence in 2003

source: The Status of Muslim Civil Rights in the United States 2004 © CAIR



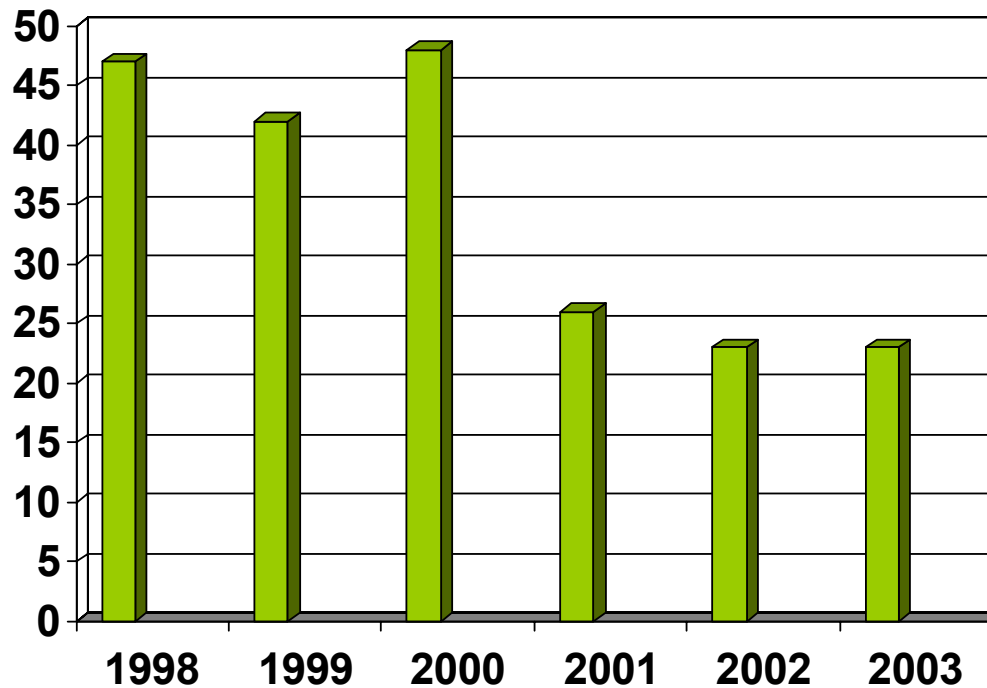
Percentage of Incident by Type of Alleged Abuse in 2003

source: The Status of Muslim Civil Rights in the United States 2004 © CAIR



Percentage of Employment Discrimination 1998-2003

source: The Status of Muslim Civil Rights in the United States 2004 © CAIR



Title VII of the Civil Rights Act of 1963

- Prohibit employment discrimination based on race, color, religion, sex, or national origin
- Covers all private employers, and state & local governments that employ 15 or more individuals
- Also applies to federal government

Discriminatory Practices

- It is illegal to discriminate in any aspect of employment, including
 - hiring and firing
 - testing
 - use of company facility
 - transfer, promotion, lay off
 - recruitment etc.

Discriminatory Practices

- Discriminatory practices under Title VII also include:
 - Harassment
 - Retaliation
 - Employment decision based on stereotypes
 - Association with or participation in places or organizations relevant to the employees private life, e.g. place of worship, etc.

Other Discriminatory Practices under EEO Laws

- Title VII prohibits not only intentional discrimination, but also practices that have the effect of discriminating against individuals because of their race, color, national origin, religion or sex

Religious Accommodation

- An employer is required to reasonably accommodate the religious belief of an employee or prospective employee, unless doing so would impose undue hardship
- Undue hardship is usually quantified as monetary loss

Common Excuses

- If we accommodate you, then we would have to accommodate everyone else
- Our policy forbids it
- Other Muslim employees haven't requested such an accommodation

Example of Islamic Religious accommodations

- Prayer/Jumma
- Fasting
- Pilgrimage
- Eid (Muslim Holiday)
- Appearance (Hijab, Beard, Kufi)
- Other Considerations (shaking hands, eye contact, handling the Quran)

Daily Prayer, Prayer Space

- During prayer, Muslims stand, bow and touch the forehead to the ground
- Prayer may be performed in any quiet, dry, clean place
- Other workers should not walk in front of or interrupt the worshipper during the prayer
- Fellow employees should not take offense, if the worshipper does not answer their call. The prayer takes about 5 minutes



Time and Scheduling Consideration

- The time it takes to perform the ablution and prayer is usually about 15 minutes
- Muslim employees can pray during meal/break times to fit the noon and afternoon prayer
- In a more controlled work environment, employers must work out a reasonable arrangement for employees to pray within the prescribed time period

Friday Congregational Services

- Friday is the day for congregational worship called Ju'mah.
- The sermon (khutba) prayer generally takes place at a mosque during noon time and last a total of 45 to 90 minutes
- Can be achieved during lunch break, and any work missed may be made up by either staying late or coming in earlier

Washing Before Prayer

- Muslim are required to wash their face, hands, forearms, and feet with clean water. This washing is normally performed in a rest room
- Cleanliness is a critical aspect of prayer and life, therefore when it comes time to prayer Muslims will generally go to the bathroom to wash up and then pray in a quite corner

Muslim Holidays

- **Two main holidays for Muslims are:**
 - Eid ul Fitr- commemorating the end of Ramadan
 - Eid ul Adha-commemorating Prophet Abraham's sacrifice of a lamb
- **The festivals includes:**
 - Congregational prayers
 - Family visits
 - Exchange of gifts
- **Religious Leave :**

Muslims require to take one day off twice every year. There should be no undue penalty for this religious obligation

Fasting

- Observing Ramadan means refraining from eating, drinking, and smoking from break of dawn to sunset
- It does not mean refraining from work
- An employee observing the fast will not be able to eat during typical lunch times.
- Mutually convenient adjustments should be made e.g. a work shift could be shortened by the length of the lunch break if the break is not taken

Pilgrimage

- One of the 5 pillars
- Obligated to go at least once in a lifetime
- Performing the rituals of the pilgrimage may last 5 days
- Variation may exist in trip arrangements, and group travel may take 10 - 21 days
- May take vacation time

Gender Relations

- Many Muslims are reluctant to shake hands, offer a “pat on the back” or a “hug” for support with someone of the opposite sex. This should not be taken as an insult, but as a sign of personal modesty and respect.

Quran and other literature

- The Quran is the most important source of religious knowledge for Muslims and is revered as the word of God.
- The Quran is never placed on the floor and always handled with respect.
- Requirements of religious sensitivity, of course, are superseded by safety concerns under emergency situations.

Eye Contact

- Some Muslims avoid sustained eye contact. This should not be taken as an indication of an unwillingness to communicate, it is a practice of modesty and respect and is ingrained in many Muslims from a young age.

Appearance

- **Employers may wish to modify dress code policies so that religiously mandated attire is addressed as a diversity issue.**
 - In regards to Muslim women who wear a hijab usually covering the hair, neck, and body, except face and hands
 - Men wearing beards or a small head covering (Kufi)
- **Muslims dress in a wide variety of clothing due to the diversity of Muslims across the world, but generally adhere to basic modesty standard in clothing.**

Approachability

- It is a general perception that Muslims, especially women are not approachable.
- As long as the proper etiquette is taken into consideration in relation to opposite gender contact, both Muslim men and women are approachable to answer questions, or talk about the weather.
- Remember it just depends, some people are **people** people and others are not, regardless of religion, ethnicity, or origin; we all must overcome our fears of each other.

Questions and Answers

- Have a question, now its your time to ask???



Additional Resources

- www.cair-net.org
- www.islamicity.org
- www.islamicmedia.com
- The Holy Quran-Abdullah Yusuf Ali
- Islam in Focus-Hammudah Abdalati

Want to email me?

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Or visit our website at [**http://www.cair-net.org**](http://www.cair-net.org)